

**2013 FCC EEO Public File Report for Charter Communications
12557 - OPS Rice Cnty MN**

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: 1
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 1

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State MN
FCC Unit 12557 - OPS Rice Cnty MN

			Interviewees Referred by Each Recruitment	
Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Source	Number Hired
1203231	Direct Sales Rep	Charter. Com	0	0
		Hotjobs.com	1	1
		Direct Employers	0	0
		Ranstad Source Right	0	0
1203231 Total			1	1
Grand Total			1	1

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Charter. Com	www.charter.com	12405 POWERSCOURT DR St Louis, Mo 63131	Internet Posting	N/A	N	0
Direct Employers	www.charter.com	9002 N. Purdue Rd. Suite 100-Indianapolis, IN.46268	Internet Posting	317-874-9000	N	*
Yahoo Hotjobs	www.hotjobs.com	701 First Ave Sunnyvale, CA 94089	Internet Posting	N/A		1
Ranstad Source Right	janelle.pflum@chart ercom.com	9002 N. Purdue Rd. Suite 100-Indianapolis, IN.46268	Janelle Pflum	317-747-4248	N	0

*Charter is a member of the DirectEmployers Association. Though this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions state workforce agencies and job bank(s), and organizations that distributes to women, minorities, the disabled, and veterans.

Supplemental Recruitment Initiatives:

#	Name	Date	Description	
1	Charter Offices	Monthly	Charter Communications arranged and paid for training for field technicians. Self-assessment and various training opportunities were available for Broadband and System Technicians to enable them to acquire skills that could qualify them for higher level positions	
2	Charter Offices	Monthly	Supervisors and managers participated in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Leadership Connect, Advanced Leadership Connect, Effective Hiring, Performance Management, and Civil Treatment for Managers.	